

Commonwealth of the Northern Mariana Islands

Workforce Investment Act

Annual Report

PY 2015

TYPHOON SOUDELOR

CNMI Department of Labor

Office of the Secretary

Workforce Investment Agency Division

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Equal Opportunity/Employer Program

TABLE OF CONTENTS



- *Governor's Message*
- *State Evaluation Activities*
- *Service Delivery Strategies*
- *Training Investment Costs*
- *Services Delivered (Core, Intensive and Training)*
- *Success Highlights*
- *Youth Activities*
- *Approved Waivers and Outcomes*
- *Common Performance Measures*
- *Statewide Activities*
- *Holistic Workforce Service Delivery to Individuals and Employers*
- *CNMI Major Employment Sector Industries*
- *One-Stop (American Job Center Network) Map*
- *Training Initiatives*
- *Priority of Service to Veterans*



Commonwealth of the Northern
Mariana Islands

Office of the Governor

Ralph DLG. Torres
Governor

Hafa Adai Friends :

It is our collective vision and desire for our CNMI citizens to be well educated and skilled for the jobs that are in demand in our local economy but also to be competitive with the global workforce and changing workforce demands of businesses. Our collective investments in our human capital will benefit us all and is the policy of my Administration to continue our investments in our greatest resources, **OUR PEOPLE**, while also encouraging our private sector to “hire our community.”

It is with utmost importance that we stay committed and continuously expand our emphasis on job training and employment of CNMI citizens in the private sector by building and expanding public-private sector partnerships aimed at maximizing meaningful employment opportunities for our citizens in demand driven jobs. Everyone wins with this commitment and the partnerships that we build will create a better standard of living for our citizens when they are meaningfully employed and become self sufficient.

The CNMI understands and is committed in aligning and leveraging its efforts amongst all workforce partners to achieve accessible, seamless, integrated, and a comprehensive workforce service to individuals and businesses alike with the goal of serving the public more efficiently and effectively at the most optimum and professional level. We must be accountable to both our community and to our federal grantors.

This year also our islands and its people were tremendously challenged by the destruction brought on by Typhoon Soudelor. Despite the suffering our people pulled together and worked hard towards recovery however we could not have made it through without the assistance of numerous federal agencies and with this as the Governor of our great Commonwealth of the Northern Mariana Islands I humbly extend my most sincere THANK YOU to all our federal partners that stood by us as we all worked towards recovery.

Our WIA program continued on despite the suffering brought on by Typhoon Soudelor and delivered the program services to see that its participants become successful.

Thank you for your time and the opportunity to share our workforce successes in this annual report and we invite you as well to visit and experience the beauty of our islands, warmth, and hospitality of our people.

State Evaluation Activities

Customer Satisfaction

The delivery of professional services and standards to individuals and business alike is our priority. We continuously measure our customer satisfaction through our online survey. These real time measures helps us improve consistently.

1 The reception staff was friendly and helpful.

Option	Count	Percent
Strongly Agree	492	79.74%
Agree	119	17.27%
Unsure	14	1.95%
Disagree	4	0.52%
Strongly Disagree	3	0.52%

Total: 770

2 I was treated with respect.

Option	Count	Percent
Strongly Agree	503	81.95%
Agree	112	15.71%
Unsure	14	1.82%
Disagree	2	0.86%
Strongly Disagree	1	0.86%

Total: 770

3 The application forms are easy to understand.

Option	Count	Percent
Strongly Agree	350	56.96%
Agree	258	39.53%
Unsure	19	2.73%
Disagree	3	0.52%
Strongly Disagree	1	0.26%

Total: 769

4 I felt like I was listened to.

Option	Count	Percent
Strongly Agree	451	72.86%
Agree	153	23.38%
Unsure	22	2.86%
Disagree	4	0.52%
Strongly Disagree	2	0.39%

Total: 770

5 My questions were answered clearly and quickly.

Option	Count	Percent
Strongly Agree	444	71.88%
Agree	152	23.44%
Unsure	27	3.65%
Disagree	5	0.65%
Strongly Disagree	2	0.39%

Total: 768

6 I understand what WIA can do for me.

Option	Count	Percent
Strongly Agree	478	76.26%
Agree	131	20.49%
Unsure	20	2.59%
Disagree	3	0.39%
Strongly Disagree	1	0.26%

Total: 771

7 I would encourage others to come to WIA for assistance.

Option	Count	Percent
Strongly Agree	497	78.51%
Agree	119	18.40%
Unsure	18	2.32%
Disagree	3	0.39%
Strongly Disagree	2	0.39%

Total: 777

8 The Case Manager was professional and helpful in assisting me in my short and long term career goals.

Option	Count	Percent
Strongly Agree	491	80.05%
Agree	97	14.83%
Unsure	23	3.28%
Disagree	4	0.52%
Strongly Disagree	9	1.31%

Total: 762

Service Delivery Strategies

The CNMI is dedicated and committed to continue forging a network of workforce partners for the complete delivery of workforce services. Numerous strategic workforce initiatives have been implemented intended to address the needs of individuals in the “target populations or considered most-in-need.”

The strategies for the delivery of core, intensive, or training services are executed with a complete and comprehensive navigational approach of the entire CNMI workforce system that will empower the individuals seeking these services. Though considered a small island community and economy, the CNMI is beyond the silo or stand alone workforce service delivery approaches where the call for better service and positive participant outcomes is the expectation for a CNMI work ready community focused on competitiveness at the local, regional, and global workforce communities and economies.

The universal delivery of services approach is expected at all program levels be it locally or federally funded. All stakeholders in the CNMIs workforce system is expected to collaborate and network each others programs that will build strength and produce the desired results and/or outcomes of its human capital investments. This approach is the core foundation of the CNMIs strategic initiative in building its workforce that will populate our expanding economy.

One of the CNMIs greatest strategies in building its human capital is its commitment in providing scholarship funding assistance to its college bound students on-island and off-island. The CNMI has invested millions of its local revenues in scholarship funding to educate its workforce which increases their employability and competitiveness in demand driven industries.

With this un-wavered focus, the CNMI has seen numerous successes which will be shown under Success Highlights.

Training Investment Costs

The CNMI State received \$1,391,537 WIA funds for PY 2015 activities.

The following tables shows the costs associated for Core, Intensive and Training Services provided, number of participants provided under these services and the average unit costs for the services provided. The costs also includes leveraging of CNMI local funds associated with providing Intensive Services.

Expenditures	Participation	Unit Costs
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Core	Core	Core
\$95,629	464	\$206
Intensive	Intensive	Intensive
\$481,543	157	\$3067
Training	Training	Training
\$83,449	325	\$257

Community Block DYS Youth Grant	Participation	Unit Costs
\$35,185.95	77	\$457

Services Delivered

(Core, Intensive and Training)

The CNMI State provided Core, Intensive and Training Services to the following number of individuals, youth, adult and dislocated/displaced **workers**.

Staff Assisted Core Services	464
Intensive Services	157
Training Services	325
WIA Adult Program	65
WIA Dislocated Worker Program	41
WIA Youth Program	152
Educational Achievement Services	2
Alternative Schooling	0
Summer Employment Opportunities	140
Work Experience	152
Leadership Development Opportunities	133
Supportive Services	6
Career Guidance/Counseling Services	144
Adult Mentoring	1

Success Highlights

The investment of WIA funds produced numerous participant successes. We are proud to share the following testimonials of how the WIA program was able to assist them in finding their path to self sufficiency and success.



The CNMI has gained an additional 5 Certified Phlebotomy Technicians (CPT). Editha G. Well (Valedictorian), Russ M. Alvarez, Hannah Celina L. Comora, Amelita A. Vidal (not in photo), and Asinta D. Schneider (not in photo) were recognized on July 14 at the graduation ceremony held at the Aqua Resort. All 5 passed the National Healthcareer Association (NHA) examination earning them a two year certification.

This course is offered by Latte Training Academy (LTA) in partnership with the Guam Marianas Training Center (GMTC), an approved service provider for the DOL-WIA Division.

LTA Executive Director, Arielle Buyum, provided the following statements:

"On behalf of the Board of the Latte Training Academy, we are proud of all of our graduates and especially of this particular class; the first of its kind to complete one of our Allied Health courses offered through our partnership with Guam Marianas Training Center. Not only did these students all successfully complete the class and pass certification but they have each obtained employment in their new profession. That is the mission of Latte Training Academy- to provide workforce training that leads to employment in our community. In addition to Certified Phlebotomy Technician, we offer Allied Health courses in Certified Nursing Assistant and Certified Billing and Coding Specialist, as well as our Hotel and Hospitality certification courses."

We at the Department of Labor and the Office of the Governor are ecstatic and congratulate each and every one of the graduates for their accomplishments. This is only one of the many successes that are forthcoming for our CNMI residents as we continue to meet the demands of our workforce.

Latte Training Academy

Marie Dela Cruz Kengin
Medical Billing and Coding Specialist
“My Success”



Hafa Adai! My name is Marie Dela Cruz Kengin. I was born and raised on Saipan. On May 2003, I graduated from Kagman High School. A few days later I moved to Tomball, Texas to further my education. In 2008, I became a mother. Although, I was a single mother, I was determined to receive my diploma. It took a lot of determination and reminder that I needed some sort of degree or certification to be able to succeed in life.

In 2014, I moved back to Saipan to be with my father. It took a lot of courage to leave my second home. Although life here in Saipan is not the same as the life I had in Texas, I at least achieved another goal in life.

My father mentioned a program that the Workforce Investment Agency was offering. I enrolled under the Medical Billing and Coding Specialist program. After 80 hours of lecture about Anatomy and Coding, I passed the National HealthCareer Association Certification Test as a Medical Billing and Coding Specialist. On June 13, 2016 I was hired at Kagman Community Health Center as their Medical Billing and Coding Specialist. I am honored to be working at KCHC.

There's no easy way out of life. I was hopeful that I will one day find the career I wanted. My parents have always told me being “patient” is important in life. One day I will look back and be proud that I didn't give up in my education. Never give up on your education. Never say it's not possible.

DISPLACED HOMEMAKER FUNDING

I am grateful for the 6 months training that I had from WIA. It has given me the opportunity to better enhance my career. To be honest going through the process was scary for me because it was my first time to go out and look for a job, so I had to try my luck by going to WIA for their help. The staffs at WIA are friendly and helpful, so once again I would like to thank the WIA staff for all their help. Without the 6 months training from WIA I wouldn't be where I am now an office clerk at SHEFA.



Roque Lizama, an out-of-school youth, participated in 2015 SYETP and continued training as a Front Desk Clerk with Saipan World Resort. At the completion of training, he was then hired on with the company in the same position and to date is still employed.



CNMI Resident Completes Job Corps Program

KC Lynn Barcinas was conferred a certificate of completion for the Hospitality Culinary Arts program at the Hawaii Job Corp Center, Waimanalo campus and certified under the American Heart Association for First Aid CPR AED along with Occupational Safety and Health Administration (OSHA) in General Industry Safety and Health. Moreover, she was recognized and awarded achievement awards for her leadership skills as a Dorm Leader, Reading, and Perfect Attendance.

Job Corps is a self-paced program and KC Lynn was able to complete the Culinary Arts program in 14 months. As part of her training, she was involved in the preparation of meals for various events such as the Annual Fun Run for the Arthritis Foundation, Fire Fighter's Foundation, Hawaii Food Expo, and the University of Hawaii football events.

KC Lynn aspires to pursue her career in Culinary Arts while serving as a member of the US Navy.



John A. Mendiola Jr. Accepted to Hawaii Job Corps

A resident of Rota, John A. Mendiola Jr., was accepted into the Hawaii Job Corps-Waimanalo campus Culinary Arts Program on June 29, 2015. Prior to his departure, he provided the following statements:

" I am very happy that finally after a long wait for this opportunity, I am now going to be leaving to Hawaii to Waimanalo Job corps campus to finally get the education for my career as a professional chef. I come from an economically disadvantaged family and now through this Job Corp program I will be able to get the education I need to fulfill my dream. I want to give the Job Corps program big appreciation for giving me this opportunity. I am sure that upon completion of my education in Waimanalo I will be more able to make a difference and be a positive contributor to the workforce and society. I want to be a professional chef and hopefully I land a job in a major hotel or any top of the line (reputable) restaurant. I also want to thank the Department of Labor-WIA Division(Workforce Investment Agency) for their efforts in making me an eligible candidate for this program. Thank You and Si Yu'us Maase"

The Department of Labor-WIA Division, under the Office of the Governor, is very proud of John and wishes him all the best in his educational pursuits. Aside from career technical training, Job Corps also provides Life Skills training in Career Preparation and Environmentally Friendly practices. DOL-WIA Division provides the outreach and admission for Hawaii Job Corp. Interested individuals may contact 664-1708/1707/1705/1704 for more information.



CNMI's Owen Kaipat Accepted to Hawaii Job Corp Center

CNMI resident, Owen June S. Kaipat, was accepted to officially start his career technically training at Hawaii Job Corp Center-Maui Campus on June 16, 2015 (Hawaii). He will pursue training in Facilities Maintenance and continue with advance training in the Automotive trade. Owen departed the CNMI early morning on Tuesday, June 16 and arrived safely as confirmed by Job Corp officials. He is transitioning well and elated to begin this new journey.

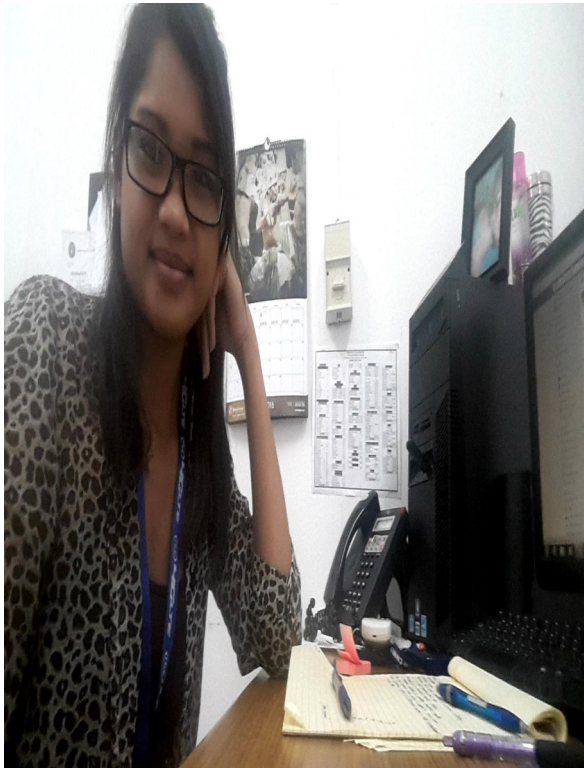


The Department of Labor-Workforce Investment Agency Division (DOL-WIA) provides outreach and admission services for the Job Corps Program. Interested individuals are encouraged to register with DOL-WIA. Registration forms may be downloaded at www.wia.gov.mp and must be submitted in person. Forms are also available for pick at their office on Capitol Hill, Building #1215.



The Department of Labor Workforce Investment Agency Division's Work Experience Program (WEP) has again proven its successes for participants Nature K. Atalig and Joreena C. Manglona. Both participants were assigned to the Commonwealth Utilities Corporation Rota Branch.

Nature was trained as a Trades Assistant and gained employment. In addition he trained with NMTI certifying his skills in the trade through NCCER.



Joreena trained as a Fiscal Assistant and now holds that position.

To date, both remain gainfully employed with CUC Rota Branch.

The Commonwealth Election Commission gained two additional employees after its successful partnership with DOL-WIA Division's Work Experience Program. Both Ambrosio and Jenna Dyn were hired on as Administrative Assistants.



Youth Activities

The CNMI provides “all year round” youth activities to ensure that the CNMIs youth population are provided and given the utmost and dedicated services that will shape their lives in a positive way and that the services provided will also ensure their success as they develop into young and older adults of the CNMI and world community. The CNMIs dedication in taking care of its “youth” is the result of strong state partnerships and leveraging of resources amongst workforce partners that also includes private/public partnerships. The CNMI is a strong family based community and caring and nurturing of its youth that will shape their lives as good citizens, scholars and future leaders of the CNMI is inherent. The following data, activities and services provided to the CNMIs youth is sourced from the 4th quarter report submission.

High School Graduation Count CNMI Wide	675
Education Achievement Services	2
Alternative Schooling	0
Summer Employment Opportunities	140
Work Experience	152
Leadership Development Opportunities	133
Supportive Services	6
Career Guidance/Counseling Services	144
Younger Youth (14-18)	163
Older Youth (19-21)	32
Out of School	12
In School	183
Offender	12
Youth with Disabilities	16

SUMMER PROGRAM TRAINEES







Approved Waivers and Outcomes

The CNMI State received approval for the following waivers.

Waiver of WIA Section 133 (b) (4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams. This particular waiver is approved for PY 2012 through June 30, 2017 granting transfer allowability from the statutory 30% to 50%.

The approval of such waiver provided the CNMI a greater funding flexibility and ability to provide more services to adult participants with numerous barriers by expanding core, intensive and training services that leads to recognized skills and training credentials empowering these individuals to compete for employment that will pave the way to a meaningful job and individual self sufficiency. A total of 188 adult participants received some level of service as a result of this waiver.

Secondly, waiver to permit the CNMI to replace the performance measures at WIA Section 136 (b) with the common measures is also approved through June 30, 2017. This waiver replaces 17 performance measures and permits the CNMI to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136 (b). The CNMI is therefore approved to use the three adult common performance measures to negotiate goals and report outcomes for the WIA Adult and WIA Dislocated Worker programs. The CNMI is also approved to use the three youth common performance measures to negotiate goals and report outcomes for the WIA Youth program.

PY 14 negotiated performance measures were extended and approved on June 24, 2015 for the CNMIs PY 15 performance measures for Adult, Dislocated and Youth Programs.

Common Performance Measures

Adults

Negotiated Measure

Outcomes

08/15/16 QTR Report

Entered Employment Rate

30%

49.1%

Employment Retention
Rate

65%

44.3%

Average 6 Months Earn-
ings

\$6000

\$2832

Dislocated Workers

Entered Employment Rate

35%

85.7%

Employment Retention
Rate

85%

66.7%

Average 6 Months Earn-
ings

\$6000

\$5057

Youth

Placement in Employment
or Education

45%

12.3%

Attainment of a Degree or
Certificate

75%

67.1%

Literacy and Numeracy
Gains (OSY)

47%

7.7%

Statewide Activities

The CNMI consists of 14 islands and is considered a Single State for the administration of the WIA funded programs, Adult, Dislocated and Youth. However and of the 14 islands, only 3 are mainly populated which is Saipan (Capital), Tinian and Rota with no local areas that is required under the statewide activities such as for incentive grants and technical assistance. Required statewide activities are described below.

1. Rapid Response—The CNMI has not experienced any mass dislocation of workers however remains ready should the need for Rapid Response become necessary to assist workers who are facing lay-offs or mass dislocation.
2. The CNMI only has a few eligible and recognized training providers such as NMC, NMTI, and Pinnacle. This listing to include their program costs is made available and accessible to individuals seeking training services CNMI wide. NMC is the CNMIs only Higher Education Institution remains the primary training provider for workforce development.
3. Evaluation activities of training services are continuously and widely measured CNMI wide. This provides through customer satisfaction surveys the opportunity for the CNMI to evaluate, review, and improve its training programs for workforce development and system transformation for individuals and employers alike.
4. The development of exemplary programs CNMI wide such as the development through strong collaboration and partnership amongst state workforce partners of the Saipan Southern High School Nursing Assistants Program considered “best practice within the Pacific PIHOA Region” is one of the CNMIs greatest successes of its statewide activities. This program continues to receive great review throughout the Pacific Region.
5. The CNMI places a strong emphasis and investment in its youth population. Investment of WIA statewide funds is directed CNMI wide to ensure the most optimum WIA youth activities are provided all year round. All 3 populated islands are embraced to fulfill the mandate of an all year round youth activities with positive life changing contributions.

Holistic Workforce Service Delivery to Individuals and Employers

The delivery of workforce services to individuals and employers is critical to the success of any state. The CNMI workforce system has come to fully understand and embrace not just the concept but delivery of holistic/wrap-around services to individuals and employers alike.

Resource leveraging, strong partnerships and collaboration amongst state workforce partners is the key focus that the CNMI workforce system has come to fully realize and with an absolute commitment of ensuring that businesses and individuals seeking workforce services are provided the optimum services. The creation of uniform/universal intake platform is gaining greater attention and momentum and will see its fruition into a longitudinal workforce system from K-12 to tracking all the way into the adult service delivery providers and into employment.

The CNMI is focused and continues to embark on its journey of stronger outreach to the community, sharing of information and services amongst all workforce partners but most importantly to those that it serves, individuals and employers. Outreach activities are continuously conducted in numerous forms such as media, radio, presentations at school campuses, system navigation of services during case management services empowering individuals and employers, state partner meetings to include presentations to professional organizations such as the Chamber of Commerce, HANMI (Hotel Associations), and Rotary Clubs, and other employer outreach events such as our semi-annual job fairs and employer recruiting assistance connecting ready to work individuals with employers.

With technology and for a greater delivery and outreach, our virtual One-Stop now called the American Job Center Network linking all state workforce service providers to date has 2,157,474 visitors from numerous places visiting our site <http://www.wia.gov.mp>. This has proven to be a huge success for the CNMI where information on education, employment and economic development is easily accessible.

www.wia.gov.mp



CNMI WORKS!

TARGET 2019

CONNECTING EMPLOYEES WITH EMPLOYERS

Sponsored Job Fairs

SEMI-ANNUAL JOB FAIR CLINICS





CNMI MAJOR EMPLOYMENT SECTOR INDUSTRIES

The CNMI is undergoing major workforce transformation. US PL 110-229 calls for the transition of foreign workers extended for another 5 years til 2019 by the US Secretary of Labor which supersedes the original transition date of December 2014. While the effort to transition is an on-going process the following demand driven industries is also just as important to look at for the planning, designing, and implementation of workforce training programs that will prepare the CNMIs workforce throughout the transition period. NMC, PSS and NMTI are the primary recipients of the CW fees intended for the development and implementation of training programs that addresses the transition of foreign workers.

Architecture and Engineering Occupations

Arts, Design, Entertainment, Sports, and Media Occupations

Building and Grounds Cleaning and Maintenance Occupations

Business and Financial Operations Occupations

Community and Social Services Occupations

Computer and Mathematical Occupations

Construction and Extraction Occupations

Education, Training, and Library Occupations

Farming, Fishing, and Forestry Occupations

Food Preparation and Serving Related Occupations

Healthcare Practitioners and Technical Occupations

Healthcare Support Occupations

Installation, Maintenance, and Repair Occupations

Legal Occupations

Life, Physical, and Social Science Occupations

Management Occupations

Office and Administrative Support Occupations

Personal Care and Service Occupations

Production Occupations

Protective Service Occupations

Sales and Related Occupations

Transportation and Material Moving Occupations

Training Initiatives

The transition of foreign workers out of the CNMI by December 2019 places training emphasis on the jobs of today that will sustain the CNMI's economy. Workforce skills in all areas are considered important and the focus of training delivery in a holistic way is what the CNMI considers to be the most effective impact in developing its workforce. In doing so, the following initiatives are used while at the same time continuous improvement is a daily norm.

Classroom Based Training Initiatives in Work Readiness Skills

Work Readiness Skills training can not be emphasized enough. The CNMI is focused in ensuring that its workforce community is developed into a work ready community. The CNMI continues to show improved and progressive results of high school graduation at 102% and 94% Work Keys testing success rate with work readiness credentials while also following the trend and working towards meeting employers demands for employees with the right job skills. A greater part of this initiative is delivered by the CNMI's only local college institution.

Sector Training Initiatives

Hospitality

The CNMI continues to place emphasis on its main economic industry, Hospitality. New investments have been committed and as a result of these anticipated new infusion of development revenues the opportunity for employment growth is also expected as the industry goes through an expansion. The CNMI workforce training providers most especially the recipients of the CW fees are expected to be more so engaged in following the growth of the industry and filling the workforce pipeline. Numerous sector clusters and sub-clusters are expected to grow as well creating new employment opportunities to support the CNMI's growing economy.



Health

The HealthCare sector will always be a CNMI focus. The Saipan Southern High School Nursing Assistants Program remains a strong program for high school juniors and seniors whose aspirations is to major in the HealthCare careers. Additionally, other health care related training programs will continue to be supported ensuring the CNMIs need for health care professionals are sufficiently supplied for the welfare of the CNMIs community. Healthcare professionals of foreign national are an added benefit to the CNMIs healthcare professional needs which under the US Immigration laws allows for the issuance of H-1 visas in professional categories such as professionals in this category.

The course provided the skill sets required for this occupation and prepared them for the national certification exam under the authority of the National Healthcare Association (NHA). Those that pass the national exam earn themselves a 2-year certification that is renewable.



Saipan Southern High School's Nursing Assistant Program



Closing the Education, Skills and Training Gaps

- Develop and target trainings that will impact growth on other industries (Construction, Service, Financial, etc)
- Develop and target sectors that are being transformed by technology and innovation that requires new skill sets for workers (Health Sector, Communications, Utilities; etc)
- Develop industries that are new and emerging and are expected to grow for a sustainable economy (aquaculture, agriculture, eco-tourism, etc)
- Alignment of high school (Youth to Adulthood) Career Technical Education (CTE) curriculum that is responsive to the needs of employers/filling the workforce pipeline with 21st Century Skills (School – to – Apprenticeship to USDOL Registered Apprenticeship; High School Certified Nursing Assistants; High School Cooperative Education Programs (classroom and work based programs)
- The CNMI Department of Labor continues to focus on improving its services to unemployed individuals and employers in need of qualified employees with work ready credentials
- Investment of local revenue dollars continues to be the CNMIs focus in closing the brain-drain and foreign worker dependency by providing educational financial assistance to CNMI students pursuing higher education administered by the CNMI Scholarship Program and Saipan Higher Education Financial Assistance (SHEFA).
- State scholarship programs funding focus for CNMI industry needs (demand-driven).
- Credentialized training initiatives continues to be on the CNMIs training priorities that aligns with demand-driven economic sectors.
- Regional collaboration and training initiatives adopted by the Micronesian Chief Executives (MCES) remains embedded in the CNMIs training initiatives addressing the migration of the regions Micronesian workforce.

- An all inclusive workforce school and adult career counseling services remains a CNMI priority that will develop a work ready community
- Increased outreach on individuals in need of completing their general education requirements
- A private sector training and employment focus
- Continued focus on improving the CNMIs basic skills literacy rates
- Continue to invest in the education and training of its workforce with the required industry credentials, knowledge and skills for local, regional and global demand for a sustainable and robust economic success
- Develop and focus on sector strategy trainings that are projected to add a substantial number of new jobs with significant impact to the overall economy



Priority of Service to Veterans



CNMI decorated campaign veterans, Cristin Junior S. Duenas and Ryan B. Kikku, were accorded employment and training services as Customs Trainee's that led to gainful employment after successfully completing the Work Experience Program. Both are now Customs Inspector I with the CNMI Department of Finance Division of Customs Service.



Wilbrent J. Norita a former service member of the Marine Corps and decorated veteran returned home and sought the assistance of DOL-WIA Division to transition back into civilian life. He was provided training services that landed him a job as an Administrative Assistant with the CNMI's newly developed casino industry operator Best Sunshine.

END OF REPORT